

Council on Linkages Public Health Competency Set

Prepare Iowa Learning Management System

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This competency set is general in nature. Any public health practitioner at the local or state level in government or not could use this competency set.

This competency set is divided up into 8 domains (roles) with a total of 61 competency statements. There is an average of 7 competencies/domain and it is estimated that it will take 10 min/domain to complete the self-assessment.

The Core Competencies for Public Health Professionals is a set of skills, knowledge, and attitudes necessary for the broad practice of public health. The list was adopted by the [Council on Linkages Between Academia and Public Health Practice](#) on April 11, 2001, after a lengthy review process that involved more than 1,000 public health professionals.

The Core Competencies can help:

- Course providers develop and evaluate competency-based training content and curricula;
- Learners assess and meet their training needs;
- Practice organizations craft job descriptions, implement staff performance reviews, and assess knowledge and skill gaps of individual employees or of entire organizations; and
- Public health field develop discipline-specific competencies.

Three levels of skill—aware, knowledgeable, and advanced—have been assigned to each competency. <http://www.phf.org/competencies.htm>

Analytic/Assessment Skills (n=11)

Competencies

Name	Description
CoL1100 Define Problem	Defines a problem.
CoL1101 Data Use	Determines appropriate uses and limitations of both quantitative and qualitative data.
CoL1102 Variables and Health Problems	Selects and defines variables relevant to defined public health problems.
CoL1103 Identify Data and	Identify relevant and appropriate data and information sources.

Information	
CoL1104 Evaluates Data and Gaps	Evaluates the integrity and comparability of data and identify gaps in data sources.
CoL1105 Applies Ethics to Data and Information	Applies ethical principles to the collection, maintenance, use, and dissemination of data and information.
CoL1106 Partners with Communities for Data	Partners with communities to attach meaning to collected quantitative and qualitative data.
CoL1107 Inferences from Data	Makes relevant inferences from quantitative and qualitative data.
CoL1108 Risks and Benefits to Community	Obtains and interprets information regarding risks and benefits to the community.
CoL1109 Data, Information, and Technology Strategies	Applies data collection processes, information technology applications, and computer systems storage/retrieval strategies.
CoL1110 Data Illumination	Recognizes how the data illuminates ethical, political, scientific, economic, and overall public health issues.

Policy Development/Program Planning Skills (n=11)

Competencies

Name	Description
CoL2100 Prepares Information	Collects, summarizes, and interprets information relevant to an issue.
CoL2101 Policy Options and Statements	States policy options and writes clear and concise policy statements.
CoL2102 Legal and Policy Fundamentals	Identify, interprets, and implements public health laws, regulations, and policies related to specific programs.
CoL2103 Articulates Policy	Articulates the health, fiscal, administrative, legal, social, and political implications of each policy option.
CoL2104 Policy Outcomes	States the feasibility and expected outcomes of each policy option.
CoL2105 Decision analysis	Utilizes current techniques in decision analysis and health planning.
CoL2106 Course of Action	Decides on the appropriate course of action.

CoL2107 Policy Planning	Develops a plan to implement policy, including goals, outcome and process objectives, and implementation steps.
CoL2108 Policy Translation	Translates policy into organizational plans, structures, and programs.
CoL2109 Emergency Response Planning	Prepares and implements emergency response plans.
CoL2110 Program Effectiveness and Quality	Develops mechanisms to monitor and evaluate programs for their effectiveness and quality.

Communication Skills (n=7)

Competencies

Name	Description
CoL3100 Written and Oral Communication	Communicates effectively both in writing and orally, or in other ways.
CoL3101 Obtain Input	Solicits input from individuals and organizations.
CoL3102 Public Health Advocate	Advocates for public health programs and resources.
CoL3103 Group Discussion	Leads and participates in groups to address specific issues.
CoL3105 Presenting Accurate Information	Effectively presents accurate demographic, statistical, programmatic, and scientific information for professional and lay audiences.
CoL3106 Listening	Listens to others in an unbiased manner, respects points of view of others, and promotes the expression of diverse opinions and perspectives.
CoL3110 Communicating Information	Uses the media, advanced technologies, and community networks to communicate information.

Cultural Competency Skills (n=5)

Competencies

Name	Description
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CoL4100 Cultural Interaction	Utilizes appropriate methods for interacting sensitively, effectively, and professionally with persons from diverse cultural, socioeconomic, educational, racial, ethnic, and professional backgrounds, and persons of all ages and lifestyle preferences.
CoL4101 Public Health Service Delivery	Identify the role of cultural, social, and behavioral factors in determining the delivery of public health services.
CoL4102 Strategies for Cultural Differences	Develops and adapts approaches to problems that take into account cultural differences.
CoL4103 Cultural Diversity	Understand the dynamic forces contributing to cultural diversity.
CoL4104 Workforce Diversity	Understand the importance of a diverse public health workforce.

Community Dimensions of Practice Skills (n=8)

Competencies

Name	Description
CoL5100 Stakeholder Linkages	Establishes and maintains linkages with key stakeholders.
CoL5101 Building Partnerships	Utilizes leadership, team building, negotiation, and conflict resolution skills to build community partnerships.
CoL5102 Community Partner Collaboration	Collaborate with community partners to promote the health of the population.
CoL5103 Public Private Operation	Identify how public and private organizations operate within a community.
CoL5104 Community Engagements	Accomplish effective community engagements.
CoL5105 Community Assets and Resources	Identify community assets and available resources.
CoL5106 Public Health Assessment	Develop, implement, and evaluate a community public health assessment.

CoL5107 Government Role in Health	Describe the role of government in the delivery of community health services.
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Basic Public Health Sciences Skills (n=8)

Competencies

Name	Description
CoL6100 Identify Public Health Responsibilities	Identify the individual's and organization's responsibilities within the context of the Essential Public Health Services and core functions.
CoL6101 Health of Populations	Define, assess, and understand the health status of populations, determinants of health and illness, factors contributing to health promotion and disease prevention, and factors influencing the use of health services.
CoL6102 Public Health and Health Care	Understand the historical development, structure, and interaction of public health and health care systems.
CoL6103 Research Methods	Identify and apply basic research methods used in public health.
CoL6104 Public Health Science	Apply the basic public health sciences including behavioral and social sciences, biostatistics, epidemiology, environmental public health, and prevention of chronic and infectious diseases and injuries.
CoL6105 Scientific Evidence	Identify and retrieves current relevant scientific evidence.
CoL6106 Research Limits	Identify the limitations of research and the importance of observations and interrelationships.
CoL6107 Critical Thinking	Develop a lifelong commitment to rigorous critical thinking.

Financial Planning and Management Skills (n=10)

Competencies

Name	Description
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CoL7100 Budgeting	Develop and present a budget.
CoL7101 Program Operations	Manage programs within budget constraints.
CoL7102 Budget Processes	Apply budget processes.
CoL7103 Budget Strategies	Develop strategies for determining budget priorities.
CoL7104 Performance Monitoring	Monitor program performance.
CoL7105 Grant Writing	Prepare proposals for funding from external sources.
CoL7106 Human Relations	Apply basic human relations skills to the management of organizations, motivation of personnel, and resolution of conflicts.
CoL7107 Data in Decision-Making	Manage information systems for collection, retrieval, and use of data for decision-making.
CoL7108 Service Documents	Negotiate and develop contracts and other documents for the provision of population-based services.
CoL7109 Cost Review	Conduct cost-effectiveness, cost-benefit, and cost-utility analyses.

Leadership and Systems Thinking Skills (n=8)

Competencies

Name	Description
CoL8100 Ethical Standards	Create a culture of ethical standards within organizations and communities.
CoL8101 Shared Vision to Action	Help create key values and shared vision and uses these principles to guide action.
CoL8102 TES Delivery	Identify internal and external issues that may impact delivery of essential public health services (i.e., strategic planning).
CoL8103 Stakeholder Collaboration	Facilitate collaboration with internal and external groups to ensure participation of key stakeholders.
CoL8104 Systems	Promote team and organizational learning.

Learning	
CoL8105 Performance Standards	Contribute to the development, implementation, and monitoring of organizational performance standards.
CoL8106 Systems Change	Use the legal and political system to effect change.
CoL8107 Organizational Practice	Apply theory of organizational structures to professional practice.